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## Status of Women in CIA

1. Overall - The attached chart (Chart A) shows the status of women in the Agency as of 31 March 1977. While some progress has been made, only twenty-four women are in grades GS-15 and above.

2. Promotions - Promotion statistics for calendar year 1976 are attached (Chart B). These figures show progress in the promotion of women. In 1976, while comprising 32% of the Agency population, women received 42% of the promotions. While women were 16% of the professional workforce, they received 23% of the professional promotions. These results are encouraging.

3. EOD's - During the past six months, 40 professional/technical women entered on duty. Total Agency professional/technical EOD's for that period were 216. The entry grades of the females were: 1 GS-14, 3 GS-12's, 2 GS-10's, 9 GS-09's, 5 GS-08's, 17 GS-07's, 1 GS-04, 1 WP-10, and 1 WP-12.

✓ 4. Development - Personnel Development Plan (PDP) statistics regarding FY 76 achievements and future goals indicate that from a total of 268 eligible women in grades GS 13-15, 89 or 33% were identified on the Executive Developmental Roster. The projections are as follows:

### Females:

March 77 Total Agency	FY 76 Achievements	FY 77 Goals	FY 78 Goals	FY 79 Goals
GS-15 14	11	8	8	8
GS-14 72	15	28	24	22
GS-13 182	23	35	31	28

While an improvement over the past, these figures show no major effort particularly for an Agency of our size. A follow-up study of the actual development of those appearing on the PDP over the past several years might give a better picture.

✓ 5. Upward Mobility - APP statistics state that 112 clerical women were converted to professional status in FY 76. The goal for FY 77 is to convert 69 women to professional status.

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6. Training - The APP statistics state that 23 women attended Mid-Career or the Management Seminar in FY 76. The goal for FY 77 is to have 37 women attend Senior Seminar, Management Seminar, or Mid-Career. Quarterly reports on the development of female professional employees indicate that a conscious effort by the Directorates in this regard is underway. DDO mentions that three women have attended Mid-career in the past twelve months. DDI has moved a woman to a Deputy Division Chief position in OSR and trained 26 women above GS-12 in internal and external courses including the Management Seminar, Mid-Career, and Advanced Intelligence Seminar. DDA and DDS&T also report that enrollment of women in senior management training is increasing. The planned automation of training data will greatly improve the collection of information in this area.

7. Summary - The statistics indicate that some progress is being made in the status of women. The increase in the number of women in grades GS 12-14 is encouraging. However when compared to the total Agency, the numbers in the various above categories are quite small and retirements or resignations could wipe out any statistical gains. Also, the Directorates indicate that progress is found in certain components and not across the board. Therefore a continued effort by management is necessary to ensure the progress of women in CIA. The new Federal Women's Program Coordinator will be working with each Directorate to identify specific problems areas.

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